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Bureau of Labor Statistics

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HIGHLIGHTS OF NEW YORK-NORTHERN NEW JERSEY NATIONAL COMPENSATION SURVEY MARCH 2005

Workers in the greater New York area averaged \$26.20 per hour during March 2005, according to a new survey released by the Bureau of Labor Statistics of the U.S. Department of Labor. Regional Commissioner Michael L. Dolfman reported that white-collar workers averaged \$31.86 per hour and accounted for 59 percent of the workers in the area. Blue-collar employees averaged \$20.34 per hour and represented 19 percent of the workforce, while the remaining 22 percent worked in service occupations and earned an average \$16.09 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 1,045 firms representing 4,506,200 workers in greater New York, which is comprised of the five boroughs of New York City, Nassau, Suffolk, Westchester, Rockland, Putnam, Dutchess, and Orange Counties in New York State; Bergen, Essex, Hudson, Hunterdon, Mercer, Monmouth, Middlesex, Morris, Ocean, Passaic, Somerset, Sussex, Union and Warren Counties in New Jersey; Fairfield County and parts of Litchfield, New Haven and Middlesex Counties in Connecticut; and Pike County in Pennsylvania. Seventy-seven percent of those represented worked in private industry.

In greater New York, average hourly wages were published for 127 detailed occupations. (See table 1.) Among white-collar workers, editors and reporters earned an average \$51.30 per hour; securities and financial services sales workers, \$51.16; and transportation ticket and reservation agents, \$19.32. Blue-collar occupations included electricians earning \$37.18 per hour; truck drivers, \$18.75; and groundskeepers and gardeners, except farm, \$16.35. In the service occupations, health aides, except those in nursing, averaged \$13.84 per hour; janitors and cleaners, \$14.92.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the New York area averaged \$27.25 per hour while those who worked part-time earned \$14.25. Union workers in blue collar jobs averaged \$24.18 per



hour; their nonunion counterparts, \$14.59. Private industry workers at establishments with 500 or more employees averaged \$29.95 per hour, eclipsing the \$20.79 average hourly wage of those in establishments employing 50-99 workers.

The NCS is part of a statistical program that integrates three previously separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received, and other factors required on the job.

Survey Availability

Complete survey results are contained in the New York-Northern New Jersey-Long Island, NY-NJ-CT-PA National Compensation Survey March 2005 (Bulletin number 3130-30). While supplies last, single copies of the bulletin are available from the New York Information Office by calling (212) 337-2400. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at http://www.bls.gov/ncs/ocs/compub.htm. Copies of this release can also be obtained from our web site, http://www.bls.gov/ro2/home.htm.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the New York Information Office at (212) 337-2400 from 9:00 a.m. to 12:30 p.m. and 1:30 p.m. to 4:30 p.m. ET.

Technical Note

Because the NCS is a sample survey, it is subject to sampling errors. Sampling errors occur because observations come only from a sample and not from an entire population. The sample used for this survey is one of a number of possible samples of the same size that could have been selected using the sample design. Estimates derived from the different samples would differ from each other. A measure of the variation among these differing estimates is the standard error. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error. The statements of comparisons appearing in this publication are significant at a 1.6 standard error level or better. This means that for differences cited, the estimated difference is greater than 1.6 times the standard error of the difference.

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Table 1. Mean hourly earnings, 1 all workers: 2 Selected occupations, private industry and State and local government, National Compensation Survey, New York-Northern New Jersey-Long Island, NY-NJ-CT-PA, March 2005

	Total		Private industry		State and local government	
Occupation ³	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent
II	\$26.20	2.6	\$25.47	3.3	\$28.89	1.1
All excluding sales	26.56	2.7	25.86	3.5	28.91	1.1
White collar	31.86	3.0	31.62	3.9	32.71	1.4
White collar excluding sales	33.10	2.9	33.21	3.8	32.76	1.4
3						
Professional specialty and technical	38.10	2.9	37.44	4.1	39.74	2.3
Professional specialty	39.55	2.9	38.80	4.3	41.20	2.5
Engineers, architects, and surveyors Architects	37.33 35.57	5.7 12.3	39.06	5.0	29.27	6.0
Electrical and electronic engineers	39.99	6.6	39.99	6.6	_	_
Mechanical engineers	35.38	16.1	-	- 0.0	_	_
Engineers, n.e.c.	42.26	9.0	45.25	1.6	_	_
Mathematical and computer scientists	42.56	9.8	42.60	9.8	_	_
Computer systems analysts and scientists	42.21	10.4	42.25	10.3	_	_
Natural scientists	37.63	9.5	37.75	9.7	_	-
Chemists, except biochemists	33.91	18.1	33.91	18.1	_	_
Health related	34.77	2.6	35.90	2.2	27.25	9.0
Physicians	34.39 35.22	11.9 1.7	40.58 35.54	10.3 1.5	22.39 31.89	16.7 6.9
Registered nursesPharmacists	41.27	4.4	43.22	1.5	31.09	0.9
Dietitians	26.97	10.2	-		_	_
Teachers, college and university	55.67	7.8	57.52	14.5	53.74	6.2
Psychology teachers	52.42	6.5	-	-	-	-
Health specialities teachers	64.76	7.3	_	_	_	_
English teachers	59.22	5.3	_	_	_	_
Other post-secondary teachers	53.83	6.1	59.66	8.1	52.24	8.0
Teachers, except college and university	42.25	4.4	26.59	13.6	45.62	3.6
Elementary school teachers	44.72	3.9	29.53	16.9	47.58	4.4
Secondary school teachers	48.89	3.1	_	-	49.40	3.0
Teachers, special education	47.26	4.1	_	-	48.55	2.1
Teachers, n.e.cVocational and educational counselors	41.52 35.55	7.2 18.9	25.52	16.2	45.25 –	3.0
Librarians, archivists, and curators	38.55	10.6	36.83	14.1	44.59	5.6
Librarians	39.93	13.7	38.21	19.2	44.59	5.6
Social scientists and urban planners	40.67	17.3	37.95	28.2	44.09	16.2
Psychologists	38.89	16.5	30.34	22.5	44.09	16.2
Social, recreation, and religious workers	25.34	5.1	23.53	3.1	27.93	11.4
Social workers	25.64	5.3	23.87	3.7	28.05	11.2
Lawyers and judges	52.32	16.2	65.04	11.6	40.15	10.4
Lawyers	52.32	16.2	65.04	11.6	40.15	10.4
Writers, authors, entertainers, athletes, and	45.07	0.0	45.05			
professionals, n.e.c Designers	45.37 33.79	9.0 13.6	45.65 33.79	9.0 13.6	_	_
Editors and reporters	51.30	21.1	51.30	21.1	_	
Athletes	37.05	26.2	37.05	26.2	_	_
Technical	30.12	5.6	31.49	6.0	21.58	7.4
Clinical laboratory technologists and technicians	21.50	9.5	20.87	9.6	26.28	14.1
Radiological technicians	25.72	4.0	25.72	4.0	_	_
Licensed practical nurses	22.35	1.5	22.58	1.7	20.80	3.9
Health technologists and technicians, n.e.c	20.44	9.7	21.78	1.7	_	_
Electrical and electronic technicians	29.65	3.6	29.65	3.6	-	-
Airplane pilots and navigators	150.27	5.1	150.27	5.1	_	_
Computer programmers	31.11	10.9	31.94	12.1	_	_
Legal assistants Technical and related, n.e.c.	32.59 31.12	9.1 7.9	_	_	_	_
Executive administrative and managerial	45.38	8.4	47.90	10.0	34.94	5.6
Executive, administrative, and managerial Executives, administrators, and managers	45.38 54.45	12.2	47.90 55.60	10.0 14.1	34.94 47.76	7.2
Administrators and officials, public administration	38.80	1.1	-	''	38.80	1.1
Financial managers	51.60	6.1	52.70	6.1	-	-
Personnel and labor relations managers	56.24	11.6	56.24	11.6	_	_
Managers, marketing, advertising, and public		[
relations	48.45	7.3	48.45	7.3	-	-
Administrators, education and related fields	55.30	11.0	39.27	10.2	67.41	7.7
Managers, medicine and health	43.53	11.9	49.38	15.2	31.95	3.3

See footnotes at end of table.

Table 1. Mean hourly earnings, 1 all workers: 2 Selected occupations, private industry and State and local government, National Compensation Survey, New York-Northern New Jersey-Long Island, NY-NJ-CT-PA, March 2005 — Continued

		Total Private ind		industry		ate and local government	
Occupation ³	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent	
White co	bllar -Continued						
Execu	tive, administrative, and managerial –Continued						
Е	xecutives, administrators, and managers						
	-Continued			•			
	Managers, service organizations, n.e.c.	\$43.66	28.2 21.5	\$43.75	28.2 22.4	_	_
N/	Managers and administrators, n.e.c	62.48 33.42	3.6	64.01 36.23	4.5	\$25.32	4.7
IV	Accountants and auditors	30.85	4.6	31.16	5.1	Ψ23.32 —	
	Other financial officers	49.02	7.3	51.83	6.4	_	_
	Management analysts	31.44	10.4	31.61	10.9	_	_
	Personnel, training, and labor relations						
	specialists	26.50	7.2	27.09	9.1	24.87	8.6
	Purchasing agents and buyers, n.e.c	30.22	24.5	-	-	-	_
	Inspectors and compliance officers, except	00.00				00.01	
	Construction	22.32	6.9	-	-	20.64	8.0
	Management related, n.e.c.	27.84	5.4	27.68	6.9	28.37	3.1
Sales		20.44	9.6	20.44	9.7	_	_
Oalco	Supervisors, sales	23.56	14.6	23.56	14.6	_	_
	Securities and financial services sales	51.16	6.5	51.16	6.5	_	_
	Sales, other business services	25.13	14.5	25.13	14.5	_	_
	Sales representatives, mining, manufacturing,						
	and wholesale	36.55	10.4	36.55	10.4	_	_
	Sales workers, other commodities	16.04	19.4	16.04	19.4	-	_
	Cashiers	9.63	4.7	9.28	3.7	_	_
	Sales support, n.e.c.	15.96	19.5	15.96	19.5	-	_
Admir	nistrative support, including clerical	18.29	1.9	18.13	2.3	18.89	2.8
	Supervisors, general office	24.17	9.4	24.57	11.1	22.38	7.1
	Supervisors, financial records processing	34.70	24.3	36.06	25.9	_	_
	Secretaries	21.35	3.2	21.58	3.6	20.51	7.1
	Stenographers	21.99	2.9	-	_	-	_
	Typists	15.88 19.32	1.8 3.3	- 18.52	3.9	15.83	1.5
	Transportation ticket and reservation agents Receptionists	15.28	13.4	15.37	13.7	_	
	Information clerks, n.e.c.	15.52	8.1	15.52	8.1	_	
	Order clerks	22.62	14.2	22.62	14.2	_	_
	Library clerks	14.07	4.6	_	_	13.26	9.1
	File clerks	11.97	4.8	11.97	4.8	_	_
	Records clerks, n.e.c.	19.26	5.4	19.94	5.7	_	_
	Bookkeepers, accounting and auditing clerks	17.31	6.8	16.80	7.0	23.17	3.3
	Billing clerks	16.13	4.9	16.13	4.9	_	_
	Telephone operators	16.27 23.78	6.3 15.0	16.44 22.30	6.4 19.9	_	_
	Dispatchers Traffic, shipping and receiving clerks	15.28	-4	15.03	5.3	_	_
	Stock and inventory clerks	13.28	11.4	13.08	11.4	_	_
	Insurance adjusters, examiners, and	13.00	''	10.00			
	investigators	20.63	1.6	20.63	1.6	_	_
	Investigators and adjusters, except insurance	17.10	7.0	16.29	6.6	_	_
	Eligibility clerks, social welfare	17.74	2.3	-	_	17.93	3.4
	General office clerks	16.09	4.0	15.91	3.0	16.41	10.3
	Bank tellers	12.59	3.6	12.59	3.6	_	_
	Data entry keyers Statistical clerks	14.74	4.2	14.71	5.1	_	_
	Teachers' aides	18.04 18.21	13.8 4.9	17.83	15.2	_ 19.01	4.1
	Administrative support, n.e.c.	17.51	3.1	17.61	4.3	17.28	2.2
Blue col	lar	20.34	2.9	19.83	3.2	23.97	3.1
Dras!-	ion production, croft, and revel-	20.42		20.20	20	26.07	1.0
Precis	sion production, craft, and repair	28.12 27.97	2.6	28.29	2.9	26.97 27.97	1.0
	Mechanics and repairers, n.e.c.	21.80	5.2	_ 21.18	6.2	- -	-'
	Carpenters	23.51	12.7	_	-	_	_
		37.18	7.8	37.98	7.6	_	1

See footnotes at end of table.

Table 1. Mean hourly earnings, 1 all workers: 2 Selected occupations, private industry and State and local government, National Compensation Survey, New York-Northern New Jersey-Long Island, NY-NJ-CT-PA, March 2005 — Continued

	Total		Private industry		State and local government	
Occupation ³	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent
Blue collar –Continued						
Precision production, craft, and repair -Continued						
Electrician apprentices	\$17.55	20.5	\$17.55	20.5	_	_
Supervisors, production	23.25	4.4	23.25	4.4	_	_
Electrical and electronic equipment assemblers	14.67	5.1	14.67	5.1	_	_
Stationary engineers	28.06	4.7	_	_	_	_
Machine operators, assemblers, and inspectors	14.63	4.2	14.62	4.2	_	_
Packaging and filling machine operators	19.78	4.6	19.78	4.6	_	_
Mixing and blending machine operators	15.65	3.2	15.65	3.2	_	_
Miscellaneous machine operators, n.e.c	14.14	2.4	14.14	2.4	_	_
Assemblers	12.86	14.5	12.86	14.5	_	_
Production inspectors, checkers and examiners	12.73	6.6	12.73	6.6	_	_
Transportation and material moving	18.21	4.8	16.82	5.8	\$24.03	4.1
Truck drivers	18.75	8.4	17.75	8.6	_	_
Bus drivers	19.89	7.1	_	_	_	-
Motor transportation, n.e.c.	12.63	18.6	10.31	9.6	_	-
Industrial truck and tractor equipment operators	15.71	6.0	15.71	6.0	_	_
Handlers, equipment cleaners, helpers, and laborers	15.01	8.0	14.05	9.6	20.02	3.6
Groundskeepers and gardeners, except farm	16.35	8.0	. . .	, - .	_	-
Stock handlers and baggers	10.73	29.3	10.72	29.4	_	-
Freight, stock, and material handlers, n.e.c	16.41	11.2	16.41	11.2	_	-
Hand packers and packagers	12.31	23.7	12.31	23.7	-	-
Laborers, except construction, n.e.c	12.82	16.9	10.69	20.5	18.51	3.3
Service	16.09	2.5	13.27	5.4	22.90	2.5
Protective service	25.74	3.0	15.89	11.9	28.34	1.6
Supervisors, police and detectives	38.54	8.9	_	-	38.54	8.9
Police and detectives, public service Sheriffs, bailiffs, and other law enforcement	28.66	2.7	_	_	28.66	2.7
officers	26.68	6.7	_	_	26.68	6.7
Correctional institution officers	25.58	2.4	_	_	25.58	2.4
Guards and police, except public service	13.99	8.5	13.79	9.6	15.70	3.9
Protective service, n.e.c.	16.57	13.4	_	_	_	-
Food service	10.85	5.1	10.62	5.5	13.08	1.3
Waiters, waitresses, and bartenders	7.13	21.9	6.93	22.7	_	-
Waiters and waitresses	6.68	28.6	6.68	28.6	_	_
Waiters'/Waitresses' assistants	7.32	29.9	6.03	31.3	_ 12.0F	1.5
Other food service Supervisors, food preparation and service	12.06 19.73	5.7	11.94 19.73	6.2	12.95	1.5
Cooks	12.90	.7 4.4	19.73	.7 4.7	- 14.48	8.7
Kitchen workers, food preparation	13.35	10.3	13.35	10.8	-	- 0.7
Food preparation, n.e.c.	9.34	15.8	8.48	16.3	12.70	.6
Health service	12.38	3.0	11.82	3.4	16.27	3.1
Health aides, except nursing	13.84	3.5	12.86	3.9	16.23	.9
Nursing aides, orderlies and attendants	12.19	3.2	11.71	3.5	16.29	4.1
Cleaning and building service	14.77	10.0	14.21	14.2	17.12	5.3
Supervisors, cleaning and building service workers	22.08	6.6	_	_	_	_
Maids and housemen	12.27	2.0	12.27	2.0	_	_
Janitors and cleaners	14.92	11.4	14.54	16.3	16.30	3.6
Personal service	17.06	7.0	18.37	8.3	13.30	6.4
Public transportation attendants	35.56	5.7	37.45	4.9	_	
Early childhood teachers' assistants	11.19	2.1	10.92	3.4	_	_
Child care workers, n.e.c.	11.86	4.6	10.99	4.6	12.33	4.2
Service, n.e.c.	14.97	7.4	14.99	8.7	_	-

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.
2 All workers include full-time and part-time workers.
3 A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

 $^{^{4}}$ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

Table 2. Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, New York-Northern New Jersey-Long Island, NY-NJ-CT-PA, March 2005

	Private industry and State and local government						
Occupational group	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵	
	Mean						
All occupations All excluding sales		\$14.25 15.46	\$25.78 25.95	\$26.52 27.05	\$25.77 26.12	\$47.57 -	
White collar		18.19 23.61	31.83 32.52	31.88 33.39	31.24 32.34	53.12 -	
Professional specialty and technical		34.85 36.50 23.45 31.30 9.03	40.57 40.75 39.43 34.48 17.02	36.48 38.73 25.01 47.61 21.01	38.07 39.52 30.12 41.92 18.52	- - - 269.48 27.50	
Administrative support, including clerical	18.70	13.15	19.50	17.65	18.29	18.71	
Precision production, craft, and repair	28.13 14.69	11.10 - - 11.54 10.44	24.18 31.36 15.83 21.24 18.72	14.59 20.11 13.49 12.85 11.52	20.29 28.12 14.63 17.80 15.02	- - - -	
Service	17.08	9.96	18.72	11.93	16.10	-	
	Relative error ⁶ (percent)						
All occupations		10.2 11.5	2.2 2.3	3.9 4.1	2.0 2.0	40.8 -	
White collar		13.8 14.1	2.2 2.2	4.2 4.1	2.2 1.8	43.6 -	
Professional specialty and technical	2.9 5.6 8.4	8.7 9.0 6.1 16.1 1.4 7.6	2.3 2.5 11.4 6.1 15.2 2.0	4.7 4.5 5.5 9.7 11.2 2.6	2.9 3.0 5.6 2.6 12.6 1.9	- - 49.6 6.2 11.5	
Blue collar Precision production, craft, and repair Machine operators, assemblers, and inspectors Transportation and material moving Handlers, equipment cleaners, helpers, and laborers	2.6	11.1 - - 16.2 11.2	3.3 2.5 9.0 4.1 8.5	3.2 4.5 5.2 8.3 12.8	3.0 2.6 4.2 5.9 8.0	- - - -	
Service	1.6	8.1	2.9	4.9	2.5	_	

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.
² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.
³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary;

incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production

bonuses. 6 The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

Table 3. Establishment employment size: Mean hourly earnings1 by occupational group,2 private industry, National Compensation Survey, New York-Northern New Jersey-Long Island, NY-NJ-CT-PA, March 2005

	Full-time and part-time workers							
Occupational group	All private industry workers		100 workers or more					
essapano.a. greap		50 - 99 workers ³	Total	100 - 499 workers	500 workers or more			
			Mean					
All occupations All excluding sales	\$25.47 25.86	\$20.79 20.97	\$26.41 26.85	\$22.87 23.36	\$29.95 29.96			
White collar	31.62 33.21	25.97 27.20	32.57 34.20	27.64 30.02	36.90 37.15			
Professional specialty and technical		31.98 33.31 24.07 40.24	37.96 39.35 32.02 49.66	36.26 39.90 24.99 41.80	38.96 39.06 38.44 54.13			
SalesAdministrative support, including clerical	20.44 18.13	18.52 15.02	20.82 18.79	19.39 18.20	29.32 19.41			
Blue collar Precision production, craft, and repair Machine operators, assemblers, and inspectors Transportation and material moving Handlers, equipment cleaners, helpers, and laborers	28.29 14.62	18.07 23.81 13.62 16.13 15.03	20.43 29.79 14.92 17.09 13.74	19.82 30.44 13.61 18.46 13.70	21.63 28.88 18.97 14.13 13.83			
Service	13.27	9.95	13.80	11.91	15.22			
	Relative error ⁴ (percent)							
All occupations	3.3 3.5	5.1 5.6	4.0 4.0	4.5 4.6	5.6 5.6			
White collar		5.7 5.9	4.5 4.3	7.1 6.7	6.1 6.1			
Professional specialty and technical Professional specialty Technical Executive, administrative, and managerial Sales Administrative support, including clerical		6.9 5.1 18.0 8.7 12.9 4.2	4.4 4.7 5.4 12.3 10.9 3.0	11.1 11.5 4.9 5.8 10.9 4.7	1.7 2.2 6.4 17.4 14.7 2.1			
Blue collar Precision production, craft, and repair Machine operators, assemblers, and inspectors Transportation and material moving Handlers, equipment cleaners, helpers, and laborers	3.2 2.9 4.2 5.8 9.6	9.5 7.0 4.4 22.3 19.4	3.1 3.0 4.5 8.5 9.2	4.2 3.2 4.1 8.2 15.9	9.1 5.3 10.1 15.0 23.8			
Service	5.4	4.1	5.7	5.0	5.7			

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.
² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.
³ Establishments classified with 50-99 workers may contain

establishments with fewer than 50 due to staff reductions between

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

survey sampling and collection.

4 The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.